



II-006 Teacher (Staff) Evaluation and Development

Course-Embedded Internship Log - 3

Course Number: <i>EDLD 5345: Human Resource Management</i>	Place of Activity Central Elementary & Dallas ISD	Time Spent on Activity <i>2 hours</i>
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Description of the Activity	<i>Students access the policies and procedures in place in their district related to teacher mentoring programs by accessing the district's webpage or contacting the district Human Resources Office and reflect on the policies in place for mentoring/induction.</i>
Personal Reflection/Learning: Focus reflection on the leadership skill. (Minimum of 150 Words)	<p>Our district's mentoring program gives mentors a stipend to assist new teachers. The mentoring program requires the mentor to observe the mentee and the mentee to observe the mentor several times throughout the year. The mentor also has to fill out a ridiculous amount of paperwork and this causes many to think the stipend is not worth the trouble. I address this issue with the fact that mentors who are in it for the stipend are not the mentors you want on your campus. I think mentors who complain about the role do not create "an environment that includes mutual trust, honesty, respect, and a willingness to work together" (McGuire & Simpson, 2006).</p> <p>I also learned that our district might assign a mentor teacher to each classroom teacher who has less than two years of teaching experience in the subject or grade level to which the teacher is assigned. This means a teacher with years of experience in one subject can be assigned a mentor if they begin teaching a new subject. In addition, a teacher assigned as a mentor must attend training, teach at the same school, and preferably teach at the same grade level or content area.</p> <p>Our district's mentoring program has some flaws, but I look forward on submitting solutions and recommendations to improve our ability to retain highly qualified teachers.</p> <p>McGuire, Margaret A. & Simpson, Cynthia. "Hand in Hand: An Examination of Mentor Relationships." <u>Best Practices in School Personnel</u> May/June/July (2006): 16-18.</p>